E and P H (1954) Department.

MS SERIES.

G.O. No.	2229 P.H
Dated	22 6 69

Establishment - [illegible] Abstract

[illegible] sent out recommendation of the Retrenchment and Reorganisation Committee - Not given effect to

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

Note for Cabinet.

Sub: ESTABLISHMENT - Recommendation of the Retrenchment and Re-organisation Committee - Retrenchment of staff - Proposals regarding Nursing staff.

The Retrenchment and Re-organisation Committee has recommended a reduction of 12½% in the strength of the entire staff existing at present (Gazetted and Non-gazetted and permanent and temporary) in the departmen s of the Secretariat, in all other offices and in the field staff in all departments of Government and Heads of Departments have accordingly been requested to submit proposals for reducing their staff on the basis of the recommendation of the Retrenchment and Re-organisation Committee.

2. The following table shows the total cadre strength of the Nursing Staff and the number of appointments that will be affected if the 12½ per cent cut is enforced:-

Designation of the Post.	Total sanctioned strength.	12½% of the sanctioned strength.
GAZETTED I-----		
Matrons Grade I to III	28	3
Sister-Tuters (Grades I & II)	14	2
NON GAZETTED POSTS:		
Ward Sisters	103	13
Nurses	1012	126
Midwives	218	27
Health Visitors	6	1
Pupil Nurses	709	88
Pupil Midwives	323	40
House-Keepers	16	2

3. On the suggestion of the Government of India, this Government fixed in 1945 the following scales for the employment of nursing staff in Government hospitals in the Province, subject to a review being made of these scales in the light of the recommendations of the Bhore Committee:-

(1) One Mator, I or II Grade and one Matron II or III grade for every General Hospital with a bed strength of over 300, if it is a training centre for nurse pupils.
(2) One Matron, III grade for every General Hospial with a bed strength of 100 ore- more.
(3) One Sister Tuter for each General Hospital which is training centre for nurse pupils.
(4) One Ward Sister for every 50 beds.
(5) One Nurse and 2.5 Nurse pupils for every 15 beds in hospitals which are training centres for nurses pupils and one nurse for every 8 beds in other hospitals.

These scales were reviewed in 1947 in the light of the recommendations of the Bhore Committee and the Government decided that no modification need be made in the scales in respect of these appointments.

These s cales have also been accepted by the Medical Education Committee of the Madras Medical and Public Health Conference, 1947.

4. It is with reference to the s cales mentioned above that staff is sanctioned for medical institutions. The total number of nurses required to be employed in accordance with the above ratio in the various Government Hospitals is 1249, whereas the number of nurses at present employed is only 1012. The Surgeon-General has stated that no reduction of staff is possible as regards the Nursing Staff in view of the need for the employment of additional nurses to bring the existing staff to the ratio sanctioned by Government.

5. The Retrenchment and Reorganisation Committee, at its meeting held on 9th January 1948, made the following recommendation in respect of the Nursing Staff:

> "While the number of nurses provided in each Hospital should be with reference to be beds provided, we feel the number of sisters in charge of nurses is disproportionately large. Their number may be reduced and senior nurses may be entrusted with more powers."

The above recommendation was examined and it was decided that the scales already laid down need not be altered. In view of the subsequent orders of the Hon'ble Premier that all cases of recommendations of the Retrenchment and Reorganisation Committee should be considered by the Cabinet, the case was placed before the Cabinet at its meeting held on 16th October 1948 when the following decision was reached:

> "No modification need be made in the scale efor the employment of sisters in Government hospitals."

6. The ratio for the employment of nursing staff has thus been examined twice by the Government and it has been decided that the scale prescribed in 1945 need not be revised. In most of the hospitals, nursing services have not been brought up to this standard and it is necessary to employ additional staff to bring the existing staff upto this ratio. This Department therefore support the Surgeon-General's recommendation that no cut need be made in the strength of the Nursing Staff.

7. Finance have agreed that a cut need not be pressed in medical or technical personnel, and have suggested that a decision may be obtained that no such cut in the professional and technical staff in the medical department is required. Separate action is being taken in respect of the professional and technical staff in Medical department excluding the Nursing Staff.

8. Orders of the Cabinetare solicited as to whether, in the circumstances explained above, no cut need be made in the strength of the Nursing Staff.

J.M. LOBO PRABHU
Joint Secretary to Government.
22-6-1949.

GOVERNMENT OF MADRAS
Education and Public Health Department.

G.O. (Ms) No. 2229 Public Health dated 22nd June 1949.
Abstract
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ESTABLISHMENT - Nursing Staff - 12½ per cent cut - Recommendation of the Retrechment and Reorganisation Committee - Not given effect to.

Read - the following:-

G.O. No. 1127 P.H. dated the 27th April 1945
G.O. No. 587 P.H. dated the 24th February 1947
G.O. No. 509 P.H. dated the 20th February 1948.
From the Surgeon-General, No. 6242-1N/49 dated 21st January 1949.

ORDER:

The Government had under examination the question of reducing the strength of the Nursing Staff in accordance with the instructions in G.O. No. 3154 Public (Services) dated the 14th December 1948; they have now decided that no cut need be made in the strength of the Nursing Staff.

(By order of His Excellency the Governor)

T.GOVINDA MENON
Deputy Secretary to Government.

To the Surgeon-General with the Government of Madras.
To the Finance Department.

/True copy/

Office Assistant,
Madras Record Office, Egmore.

Sk.